

Kimberly School District #414  
REGULAR BOARD MEETING FY26

THURSDAY, JULY 17, 2025

10B5 – 1<sup>ST</sup> READING TO ADOPT POLICY 5740 REDUCTION IN FORCE

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Due to the Governor's recent announcement regarding a potential 6% holdback and the possibility of not receiving certain federal program funds, legal counsel has advised that the district ensure a Reduction in Force (RIF) policy is in place. It is also recommended that the development of this policy be done in collaboration with our association.

During the recession years ago, the KSD Board considered adopting a RIF policy but ultimately chose not to. Historically, KSD has reduced staff through natural attrition, and we would continue to pursue that approach if faced with financial constraints. However, the potential loss of already-budgeted funding puts us in uncharted territory. Please keep in mind that, to my understanding, RIFs can only occur at the conclusion of the school year—not mid-contract.

A RIF would be a worst-case scenario, but it is imperative that we have a policy that is fair and consistent. The policy and procedure being presented to the board is based on the ISBA's model policies. I have shared these documents with the KEA and certified administration for input, which I will gather prior to the August School Board meeting.